



CASE REVIEW MEETING MINUTES

**February 8, 2006, 4:00 P.M.
5th Floor Large Conference Room, City Hall
3900 Main Street, Riverside, CA**

Chairman Gardner called the meeting to order at 4:06 p.m.

Roll Call

Commissioners:

Brewer	Davidson	Garcia	Gardner	Ward	Pearcy	Corral	Castro	Quinto	Arreola
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

✓ = Present A = Absent

Staff: Pedro Payne, Phoebe Sherron

Public Comment

Christina Duran advised the Commission of the upcoming Casa Blanca CAG meeting.

Briefing Regarding Commission Staffing

Asst. City Manager Tom DeSantis addressed the Commission regarding the staffing of the CPRC and the HRC. He informed the Commission that he and City Manager Brad Hudson had met with the CPRC Chair and Vice-Chair to discuss possible changes to the two commissions due to the creation of the Commission on Disabilities (COD).

Mr. DeSantis also advised the Commission that, contrary to rumors, a decision had not yet been made about whether or not to revert back to full-time executive directors for both the CPRC and HRC nor has anyone been "tapped" for the CPRC executive director position. He said that they would get input from the respective commissioners if they recruited for the executive director's position of either commission. He said it was important to focus on the structure and not the people. He said they don't want to build structure around a person. He said they don't know if or when this change would take place because they "haven't gone there yet." He said they have to talk with Council.

Mr. DeSantis said that they were trying to determine the best way to staff all three commissions and that Jen Gray-O'Connor had been selected to staff the COD and that while Dr. Payne would not be the executive director of that commission, he would have a supervisory role. He said that the issue is how to best support all commissions – keep HRC & CPRC under one executive director or split: HRC with COD and the CPRC is separate. He noted that the HRC Executive Committee preferred the split model.

Mr. DeSantis noted that there are two ways of addressing the issue: leave things the way they are with Dr. Payne as the executive director for CPRC and HRC with a supervisory role over COD or give the CPRC and HRC their own full-time executive directors again with COD falling under HRC. He again commented that no decisions had yet been made regarding this issue. He also noted that they have heard concerns in past seven months regarding separating the executive director position, but creation of COD has brought this back and they would be remiss if they didn't review the issue.

Commissioner Davidson

- said that the CPRC has the right executive director and asked that the City Manager's Office not disrupted that relationship with Dr. Payne;
- said that what's being done is confusing as it was because of the City Manager's advice that the commission models were changed. He noted that the CPRC hadn't thought the new model would work, but that Dr. Payne has done a great job;
- asked why the City Manager's office wants to disrupt what's working. He said he wants the structure questions answered, but doesn't know where the City Manager's Office wants to go;
- noted that "if it ain't broke, don't fix it;" Dr. Payne can carry two commissions so leave things the way they are;
- also commented that there's a 50/50 chance that Dr. Payne would fill the CPRC position. He said he'd like Dr. Payne to be asked what he wants to do. He asked what would happen to Dr. Payne if he didn't go to the CPRC;
- asked where the City Manager's Office wanted Dr. Payne to go.

Commissioner Brewer commented that

- the two commissions should be separate;
- the new commission fits with HRC.

Commissioner Quinto-MacCallum commented that

- the city has invested a good deal of money for Dr. Payne's training and that money would be wasted if he is replaced;
- Dr. Payne has created relationships throughout the city and with RPD and that a new person would be starting all over again – that person could have more experience, but could lose the relationships;
- the commissions can be kept separate but supported equally;
- she sees similarities between the HRC / CPRC and that has created more trust in community. One person, though, can only do so much;
- Dr. Payne has done an excellent job in the community;
- one model would be keeping HRC / CPRC and another person would staff COD with Dr. Payne overseeing staff.

Commissioner Arreola commented that

- Dr. Payne should continue with HRC and CPRC;
- CPRC goes hand-in-hand with HRC;
- the City should look at the CPRC in a greater role. The RPD can't police on its own – it's a community effort. CPRC could be more effective with more support from the city;
- he hopes that the decision made will benefit all and that he wants the CPRC to receive the support it needs.

Commissioner Castro commented that

- the COD should be kept separate from HRC and CPRC;
- the addition of the COD could overload the executive director;
- it could also have issues that clash with the other commissions;
- give the supervisory model a test run for six months with Dr. Payne and see how it works;
- Dr. Payne should be asked if he would be able to handle the additional responsibility of supervising the COD.

Commissioner Ward

- commented that the structure can't be separated from staffing;
- asked if the "line" is between the CPRC and HRC, how does the executive director position get filled;
- asked how Dr. Payne decides what position he gets;
- said that the problem with Dr. Payne being the executive director of HRC and CPRC is that he holds positions previously held by two people. He said that just because a person is doing two jobs, doesn't mean they aren't overworked.
- said that, if he could choose, he would like to see separate executive directors for HRC and CPRC, noting that the CPRC executive director's time would be well-taken between case reviews and outreach to the community and RPD.

Commissioner Corral

- asked when the change would take place;
- said that it would be detrimental if Dr. Payne left;
- noted that the CPRC has built community relations;
- asked what the community would think if Dr. Payne is replaced.

Commissioner Percy

- noted that prior feelings of CPRC commissioners were that they were concerned about blending with HRC;
- said it is important to look at the structure with or without Dr. Payne;
- asked if the commissioners wanted the CPRC linked with HRC & COD;
- said this is an opportunity to go back to where we were;
- said it would be nice if CPRC had a full-time executive director.

Commissioner Garcia

- suggested that no changes be made because shared staffing would work better for COD;
- said that they need to remember what's best for the city.

Chairman Gardner

- said he thinks the commissions are better served with individual executive directors;
- he noted that Dr. Payne has done a great job with only one instance of conflict with his duties for both commissions;
- he said he felt the stature of each commission would be increased with separate executive directors and that each commission is better with one;
- said he hoped that Dr. Payne would be the CPRC Executive Director.

Mr. DeSantis ended by thanking the Commission for having him speak to them on a difficult issue. He said that whatever decision is made, serious consideration will be given to input from the community and the two commissions. He also thanked RPD Capt. Pete Esquivel for serving as the RPD / CPRC liaison.

Chairman Gardner advised the Commission that, when the discussion regarding the executive director position came up in the meeting with Brad Hudson and Tom DeSantis, he indicated to them that he was interested in applying for the position if Dr. Payne went to HRC.

Vice-Chair Percy said that there has been an inference that the City Manager and Asst. City Manager came to the Commission officers to subvert speaking to the full commission. He noted that they have talked to both HRC and CPRC officers regarding their ideas.

Commissioner Ward noted that commissioners had asked that this meeting be set up, not the other way around.

Linda Dunn, RCPA spoke to the Commission regarding a letter that they had sent to the CPRC commissioners with copies to going to the Mayor, City Council, etc. She said they have always seen a need for the CPRC to have a full time executive director. She said that the job description is written that way and that's the way it was when the CPRC was voted into the city charter. She said she is glad to see the City Manager / Asst. City Manager asking for information.

Closed Session

Pursuant to Government Code Section 54957, the Commission adjourned to Closed Session at 6:00 p.m. to review the following case(s) involving PUBLIC EMPLOYEE PERSONNEL MATTERS:

	<u>CPRC CASE NO.</u>	<u>IA CASE NO.</u>
1)	05-067	PC-05-211-149
2)	05-088	PC-05-271-104
3)	05-104	PC-05-300-181

The Commission adjourned at 6:15 p.m.

Respectfully submitted,

PHOEBE SHERRON
Sr. Office Specialist